SYSTEMS INNOVATION PROJECT ROADMAP

1 COMPOSE

Using the data we have collected, we will begin composing the guide for the Teacher Mentorship Framework.

Spring-Summer 2025

2 MEET PARTICIPANTS

Present the goals of the project, as well as the groundwork research, to the public school board teachers and administrators participating in the project. Discuss implementing Indigenous-focused guides/metrics into their teaching practices.

June - September 2025

3 ENGAGE YOUTHS

While engaging youths with their education, we will also be exploring more inclusive hiring practices, as well as policies that improve retention and work experiences of Indigenous youths. We will monitor a summer work experience that incorporates land-based learning to help us develop/test these policies, while also helping participant students achieve co-op credits.

July - August 2025

4 REPORT

Researchers will compile and tabulate the key findings, based on the feedback and the approved metrics. This data will monitor the implementation of policy changes and system innovations.

June - December 2025

5 GATHER PERSPECTIVES

Bring partners, teachers, and principals together to determine best policies by sharing data, documentation, successes, and obstacles. We will also engage the youth to hear their perspectives.

July-September 2025

6 OBSERVE

Researchers will participate alongside teachers and principals with in-class observations of the volunteer teachers. Staff and participant students will discuss their experiences, and administrative reports will supplement the data.

September - *December 2025*

7 SHARE RESULTS

Compare results from both educational and employment frameworks and share the data with our partners.

Autumn-Winter 2025

8 REFINE

We will review and refine the policies being implemented with administrators, partners, and youths. We will then continue to develop the frameworks, using different ages or grades to ensure policy changes are more effective.

Winter 2025-2026

SYSTEMS INNOVATION PROJECT ROADMAP

1 ENGAGE PARTNERS

After reviewing and analyzing the data we have collected, we will engage all partners to help us implement better policies to begin a lasting systems change.

Spring-Summer 2026

2 SUPPORT PARTICIPANTS

Continue to monitor, engage, and support youths, teachers, administrators, and employer partners participating in the project. We will work on implementing inclusive and/or Indigenous-focused guides/metrics into their practices. We will also attempt to expand our capacity with more participants.

Spring-Summer 2026

3 ENGAGE YOUTHS

While engaging youths and youth organizations with their education experience, we will also be exploring ways to implement more inclusive hiring practices and policies that improve retention/work experiences of Indigenous youths.

Summer-Autumn 2026

4 REPORT

Our researcher will compile and tabulate the key findings, based on the feedback and the approved metrics. This data will monitor the implementation of policy changes and system innovations.

Spring *2026*

5 DELIBERATE

Partners will deliberate, using monitoring data, to determine most effective practices and procedures. Organizational staff and participant students will discuss their experiences to supplement the data. We will refine our findings and help one another implement best policies, frameworks, and practices.

Autumn-Winter 2026

6 GATHER PERSPECTIVES

Bring partners, teachers, and principals together in an event that shares best policies with other local organizations. We will also engage participating youths to share their perspectives with partners and local organizations.

Spring-Summer 2027

7 SHARE RESULTS

Researcher will complete report of findings. If finances allow, we will explore publishing the results.

Spring-*Summer 2027*

8 MOVING FORWARD

We will maintain good relations with partners moving forward, and we will attempt to support one another with these innovations to maintain lasting change.

Beyond Summer 2027